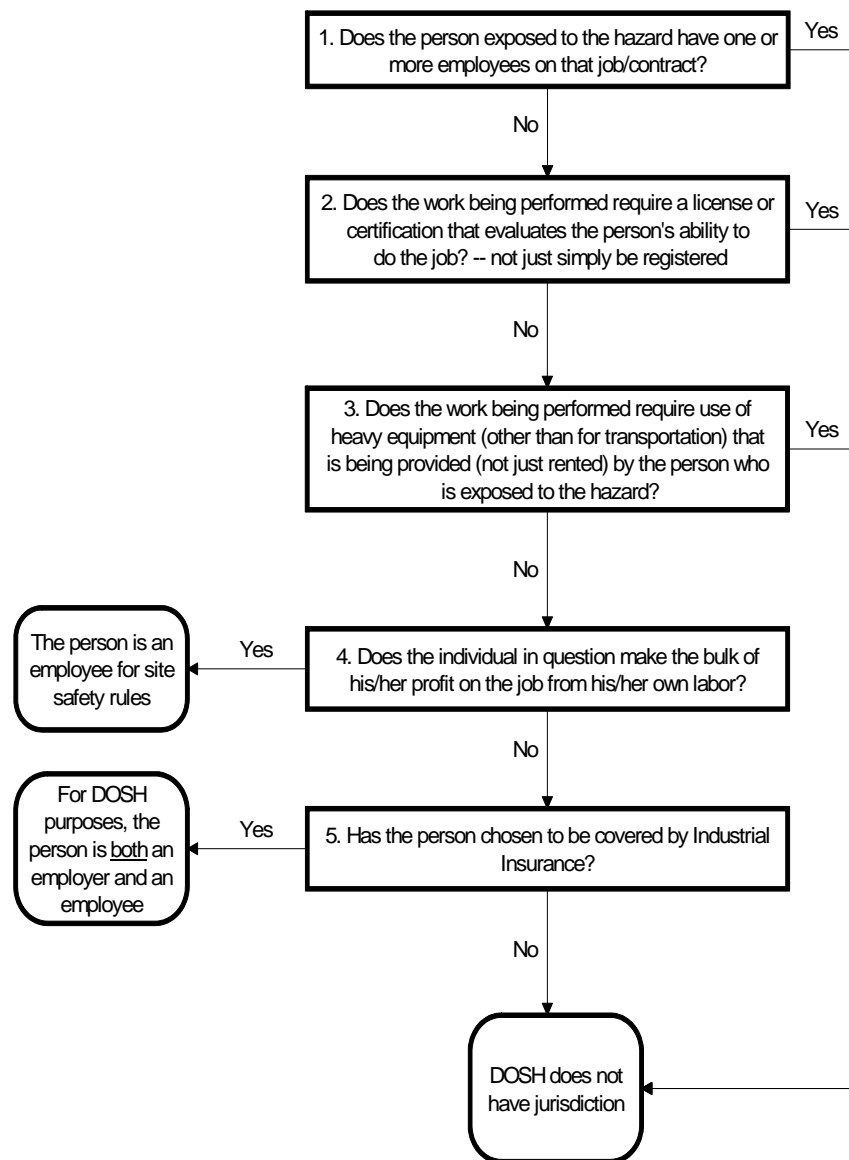


If the worker is exposed to job hazards, does DOSH have jurisdiction?



It is vital that you understand what your legal relationship with the worker can mean:

- Even if the worker is an “independent contractor” for the purposes of DOSH jurisdiction, you still have the “duty of care” – as their contracting agent – to provide and maintain a safe workplace. You can still be cited and fined by DOSH for safety and health violations.
- Your employees cannot sue you for unsafe conditions that lead to injuries. Their “exclusive remedy” for injuries is through the Department of Labor and Industries. Independent contractors, on the other hand, have any legal recourse they can obtain through the courts.